

**2014 FCC EEO Public File Report for Charter Communications
12393 - CM Saginaw Cnty MI**

This Report Covers September 1, 2013 through August 31, 2014

Total Number of Full-Time Vacancies Filled During This Period: 5
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 42

Please see attached the Recruitment Source List that includes recruitment source contact information.

FULL-TIME VACANCIES FILLED

State MI
FCC Unit 12393 - CM Saginaw Cnty MI

Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Interviewees Referred by Each Recruitment Source	Number Hired
1306640	Ad Account Executive I	Indeed.com	4	0
		Michigan Works	1	0
		Referral	1	0
		External Career Portal	6	2
		Internal Career Portal	0	0
		Hero2Hired	0	0
		Direct Employers	0	0
		Northwood University	0	0
		Saginaw Valley State University	0	0
		Asheville Areas Chamber of Commerce Job Fair	0	0
		University of Nevada-Reno Career Fair	0	0
		Hispanic Center of Western Michigan	0	0
1306640 Total			12	2
1402076	Ad Account Executive I	Indeed.com	4	0
		Michigan Talent Bank	1	0
		Michigan Works	1	0
		Referral	2	0
		External Career Portal	4	1
		Internal Career Portal	0	0
		Hero2Hired	0	0
		Direct Employers	0	0
		University of Nevada-Reno Career Fair	0	0
		Hispanic Center of Western Michigan	0	0
1402076 Total			12	1
1403586	Ad Account Executive I	Indeed.com	3	0
		LinkedIn	1	0
		Referral	2	0
		Michigan State University	0	0

1403586	Ad Account Executive I	Charter TV Ad	1	1
		External Career Portal	4	0
		Internal Career Portal	0	0
		Hero2Hired	0	0
		Direct Employers	0	0
		Hispanic Center of Western Michigan	0	0
		University of Michigan-Flint	0	0
1403586 Total			11	1
1307255	Sales Support Coordinator	Indeed.com	2	1
		Flint Journal	1	0
		External Career Portal	3	0
		Internal Career Portal	1	0
		Hero2Hired	0	0
		Direct Employers	0	0
		Asheville Areas Chamber of Commerce Job Fair	0	0
1307255 Total			7	1
Grand Total			42	5

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Internal Career Portal	8413 Excelsior Dr., Suite 120	Madison, WI 53717	Mary Jane Grant	608-826-1410	NO	1
External Career Portal	8413 Excelsior Dr., Suite 120	Madison, WI 53717	Mary Jane Grant	608-826-1410	NO	17
Direct Employers	http://www.directemployers.org/				NO	0
Hero2Hired	https://h2h.jobs/				NO	0
Referral*					NO	5
Hispanic Center of Western Michigan	1204 Grandville Ave SW	Grand Rapids, MI 49503	Deisy Madrigal		NO	0
Northwood University	4000 Whiting Dr.	Midland, MI 48640	Career Services	800-622-9000	NO	0
Saginaw Valley State University	7400 Bay Road	University Center, MI 48710	Career Services	989-964-4000	NO	0
Asheville Area Chamber of Commerce Job Fair	36 Montford Ave.	Asheville, NC 28801		828-258-6114	NO	0
University of Nevada-Reno Career Fair	1664 North Virginia Street	Reno, NV 89557		775-682-9149	NO	0
Indeed.com*					NO	13
Michigan Works*					NO	2
Michigan Talent Bank*					NO	1
University of Michigan-Flint	309 E. Kearsley St.	Flint Township, MI 48502	Career Services	810-762-3300	NO	0
Michigan State University	220 Trowbridge Rd.	East Lansing, MI 48824	Career Services	517-355-1855	NO	0
LinkedIn					NO	1
Charter TV Ad*					NO	1
Flint Journal*					NO	1

Note: Charter works with DirectEmployers Corporation, a job sourcing organization, to broadly disseminate its job vacancy information for this unit. DirectEmployers posts Charter's job vacancy information for this unit to a variety of sources.

* The sources marked with (*) in this report are sources that were identified by interviewees as referral sources, but that: (1) Charter did not use directly as a recruitment source; and/or (2) Interviewees were unable to identify more precisely. Many job boards and job banks pull Charter's job vacancies from its website and post them independently via their own systems. Accordingly, applicants often learn about Charter's job vacancies from sources that Charter does not post with directly or track.

Supplemental Recruitment Initiatives:

#	Name	Date	Description
1	CTM Training	ongoing	Civil Treatment for managers training designed to provide managers / supervisors the knowledge to better understand fair employment, rights, and responsibilities
2	Effective Hiring and Selection Training	ongoing	Training to help leaders select the most qualified candidate for each position. It covers the principles of behavior based interviewing and how to review and analyze resumes and applications in a fair and consistent manner.
3	IT Training	6/3/14 - 6/6/14	Training for Technical Services associates to increase their job knowledge
4	Lynda.com Training	ongoing	online courses for creative services staff to increase their knowledge and skills